

## ABSTRACT

A method for determining a fan speed for a fan used to cool a payload is disclosed. The method includes, according to various embodiments, receiving a first signal indicative of a first fan speed and receiving a second signal indicative of a system temperature. The method further includes selecting a temperature setpoint based on the first fan speed and, based on a comparison of the system temperature and the selected temperature setpoint, computing a first fan speed output. A thermal management system and method for determining a speed-setpoint droop characteristic are also disclosed.